**2022-23 Budget Summary**

**Budget Overview**

The final DRAFT budget balances requests from program leaders and staff with ERUUF's mission, annual needs, and strategic plans for the current and future years. While most pledges are submitted, we estimate income for the remaining pledges for the next year's budget by comparing current year pledges and past pledge completion patterns.

This year we are projecting income of $790,000 from 322 pledges. Even in year 2 of the pandemic and having been closed for most of this fiscal year, it is encouraging to see a $10,000 increase compared to last year's pledge income. Based on giving history we're using a 4% pledge incompletion discount rate for FY2022-23. We're grateful for the effectiveness of the pledge team and the ongoing generosity of congregation members.

**4Q Projection.** With a conservative income estimate for the remaining three months of this fiscal year, and careful estimate of anticipated expenses, at this time we anticipate using only $80,000 of the planned $180K reserve transfer to balance this year's budget. This is due to: higher pledge income than anticipated, lower staff costs due to unfilled positions, and lower program and infrastructure costs with the campus closed.

**Budget Highlights**
- New staffing model: staff and portfolio reorganization
  - All staff have new portfolios from Lead Minister to part time staff.
  - New roles and duties to accomplish the needs of all shared ministries.
  - Not cutting anything; adding new capacity in different ways.
  - New Music Director; New Minister of Lifespan Faith Development; Administrative staff
- Staff COLA 4 % per UUA recommendations (still less than rate of inflation)
- Program budgets about the same as last year
- $135K transfer from Strategic Initiatives Fund.
- modest projected increases for rental and pledge income
- cost of business adjustments (some increases, some decreases) for office services and campus utilities
- increase in Justice budget to previous level



ERUUF Staffing Plan 2022 – 2023